

josh martinez

bethefuture.space | pronouns: he/him/his

SUMMARY OF EXPERIENCE

Proven record of accomplishments in directing cross-collaborative team work, setting mission-fulfilling program goals, strengthening internal and external partnerships, implementing innovative approaches, and embedding equity into organizational cultures.

PROFESSIONAL ACCOMPLISHMENTS

Non-profit organization, Seattle, WA

Director of Agency Programs and Network Development

March 2018–Present

Leadership

- Currently directing the work of 10 staff members across three program areas. Created a culture of collaboration and feedback across my teams. Set ambitious but attainable strategic plan goals in partnership with program leaders. Directs the implementation of short- and long-term projects. Coaches managers and staff to the successful completion of work plans.
- During COVID-19 pandemic, drafted program contracts and added flexibility to requirements for partnership. In the first 6 months of the pandemic, my teams added 38 new partners to a network of 300. Directed explicit support for organizations that serve primarily Black and Indigenous communities.
- Worked with non-profits and state government to increase food assistance specifically for BIPOC Washingtonians. Worked with other hunger relief organizations to document state food assistance programs policy on non-discrimination and prohibiting photo ID and documentation requirements at intake.
- Contributes expertise and support on the organization's equity journey. Supports all staff by facilitating hunger-related discussions on topics that include racial and social inequality, agency effective practices, and equitable provision of services. Connects organization equity goals to our mission at conferences, donor events, and in other community spaces. Served as a founding member of our Equity Team.
- Cultivates project management and other skills across department employees. Provides staff with practical opportunities to use their interests and skills in service of the mission. Invests in the professional development and growth of managers and their staff.
- Navigates and coaches department staff through internal and external conflicts. Mediates issues between partner agencies and retail donors, both directly and through staff instruction.

Organizational Innovation

- Innovator for organizational improvement. Adapts cutting-edge research and theory into practices that have led and will continue to lead to long-term culture change. Collaborates with peers to create new approaches to hiring and interview practices, decision-making and problem-solving, data collection and analysis, implementing equity in programs and strategic planning, and other areas.
- Co-leader on the organization's 2019-20 and 2021-24 strategic plans. Collaborated with my teams to create actions for three years and workplans for one year. Directs the successful completion of these tasks.

Program Oversight

- Led the creation of a network expansion strategy that balanced community needs and operational capacity. Learned strengths, opportunities, and weaknesses from internal and external stakeholders. Implemented feasible improvements on a realistic timeline. Demonstrated to agencies our values and the benefits of partnership. Eliminated barriers to participation for prospective agencies.
- Reinvests in our agency partnerships through multiple new initiatives, including funding opportunities and capacity investments, partner spotlights, and volunteering activities.
- Directed the transition of our agency monitoring process into a format that was friendlier, transparent, and more informative. Supported the efforts of staff through two managers directly overseeing the project. This produced a trackable system that can now be aggregated for network-wide analysis.
- Revamped agency communication strategies to increase message accessibility and transparency. This improved working relationships across the network.

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Neighborcare Health, Seattle, WA

Program Manager, Health Homes

April 2017–March 2018

- Managed the Health Homes and COMPASS (Care of Mental, Physical, and Substance-Use Syndromes) programs. These programs worked to form a model of care management that is flexible and scalable depending on available resources and demand for services. Created and implemented quality improvement processes for both programs. Made cost-saving decisions that increased staff time spent with patients while keeping the program within budget expectations.
- Worked in collaboration with subject matter experts outside and across the organization, including clinical and organizational leaders, primary care providers, nurses, and social workers.
- Led an organizational study to better understand patients' social determinants of health, known as PRAPARE (Protocol for Responding to and Assessing Patients' Assets, Risks and Experiences). Conducted a feasibility study and directed the creation of a database of usable resources to help patients even in the earliest stages of the study. Worked with other department program managers to adopt and spread use of the database.
- Advised strategic development for multiple programs and teams through a Lean implementation. Helped create an A3, or linear problem-solving tool, to analyze and solve organizational problems.
- Worked with staff to cultivate their career goals. Sourced training opportunities for staff on topics including suicide prevention, resource acquisition, documentation training, and vulnerable populations outreach techniques. These trainings improved staff productivity and quality of work.

Neighborcare Health, Seattle, WA

Grants Implementation Manager

November 2015–March 2017

- Successfully implemented a hepatitis C testing program intended to screen more than 10,000 patients in 18 months. Developed work plan and overall strategy. Hired and supervised a screening coordinator to lead training and maintain stakeholder relations.
- Led improvements to our standard of care for asthma in 26 sites. Negotiated contracts and led a long-term IT development project to improve an asthma management template for patients' electronic health records. Led and negotiated a solution to reallocate \$15K of potentially lost city funding to benefit additional sites beyond the original scope of the grant. Directed efforts of two asthma educators working at multiple sites.
- Successfully launched and operationalized Neighborcare's implementation of Domo, a business intelligence dashboard that helps an organization analyze its key performance indicators. Led the creation of a program charter, established measurable outcomes, milestones, and quality standards that remained in use after my involvement ended.
- Developed and launched the strategy for implementing a behavioral health screening program (SBIRT) across eight medical clinics.

Centers for Disease Control and Prevention (CDC), Atlanta, GA

Office for State, Tribal, Local and Territorial Support (OSTLTS)

Public Health Advisor (Project/Program Manager)

July 2011–October 2015

- Served as lead technical monitor for three 5-year cooperative agreements for funding awards totaling more than \$4.1M. Provided technical assistance and program guidance to two independent non-profit organizations. Established a vision, set deliverable expectations, and course-corrected work to fulfill our mission and the intent of the award. Reviewed and advised on partner-developed products such as tools and resources.
- Served as the project lead for CDC's CoPPH (Communities of Practice for Public Health) education program. Led creation of a Spanish language version of the training and materials. Developed and launched CoPPH Online Training Course for use by CDC staff, significantly reducing teaching hours required of subject matter experts.
- Led evaluation efforts for key team programs. Created evaluation plans and data collection instruments.
- Developed and executed a process improvement cycle at the peak of the CDC 2014 Ebola Response, using easily-understood quality improvement concepts (such as affinity diagrams, value stream mapping, and Ishikawa/fishbone diagrams) to guide the work.

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EDUCATION

Bachelor of Science in Neurobiology

University of Texas at Austin, Austin, TX

Bachelor of Arts in Spanish Literature, Minor in Biology

University of Texas at Austin, Austin, TX

SELECTED TRAININGS AND CERTIFICATIONS

2013, 2014: American Evaluation Association Summer Institute

2006: Advanced Toastmaster Bronze (ATM-B); previously: Competent Toastmaster (CTM)

SELECTED MEMBERSHIPS

2019-2021: Coalition Builder (Board Member), Non-Profit Anti-Racism Coalition (NPARC)

2014-2015: Editor in Chief, Public Health Associate Program (PHAP) Alumni Association

2012-2013: President, PHAP Alumni Association

PRESENTATIONS

"Hunger and Homelessness at the University of Washington." Panelist for a discussion about food insecurity and stigma on college campuses. Shared with students my own lived experience, current perspectives on solutions to hunger and social inequities, and how to contribute to more positive outcomes. *Seattle, WA, November 2019.*

"Where We Intersect: Exploring Anti-Racism through a Food Justice Lens." Led a discussion on food insecurity, remedies, and social justice at Food Lifeline's Hunger Solution Center. Challenged participants to consider practices at their own organizations that may contribute to a culture of white supremacy. *Seattle, WA, August 2019.*

"A Conversation on Anti-Racist Hiring." Panelist for a discussion on anti-racist hiring practices at non-profit organizations in Seattle. Shared reflections on unconscious race and gender bias present in all stages of a hiring process. Offered recommendations on how staff at any level of an organization can challenge that bias. *Seattle, WA, February 2019.*

"CDC Briefing on EOC (Emergency Operations Center) Task Management." Co-led a briefing to USAID (United States Agency for International Development), OFDA (Office for Foreign Disaster Assistance) staff. Discussed with them the EOC Task Management system I designed and how continuous quality improvement principles could be adapted for use by OFDA in future emergency responses. *Atlanta, GA, July 2015.*

"Comunidades de Práctica para la Salud Pública." Lead presenter (in Spanish and English) for CoPPH training and four-day workshop for twenty-five participants in the Instituto Nacional de Salud in Colombia. *Bogotá, Colombia, October-November 2012.*